

**State Sunshine Collective Bargaining Proposals  
For Inclusion in the Agreement with the  
California Association of Professional Scientists (CAPS)  
State Bargaining Unit 10**

**General**

The employer recognizes that the CAPS contract expires June 30, 2015, and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. Further, the employer will consider any issue that is within scope for inclusion in a successor contract. Specifically, the State is willing to meet and confer in good faith with the union on the following subjects:

Article 1 – Recognition

Article 2 – Salaries

The State will be prepared to discuss changes to this provision consistent with current laws.

Article 3 – Leaves

The State will be prepared to discuss changes that provide management and employees the ability to manage leave more effectively.

Article 4 – Holidays

The State will be prepared to discuss changes to this provision that will clarify compensation for employees that work on holidays.

Article 5 – Health and Welfare

The State will be prepared to discuss health benefit plan design changes, health vesting and Other Post-Employment Benefits (OPEB).

Article 6 – Business and Travel Expenses – Allowances and Reimbursements

The State will be prepared to discuss changes to this article that are fiscally responsible and that will achieve improved efficiencies within State government.

Article 7 – Hours of Work and Overtime

Article 8 – Retirement

Article 9 – Grievance and Arbitration Procedure

Article 10 – CAPS Representational Rights

Article 11 – Organizational Security

Article 12 – State Rights

Article 13 – General Provisions

Article 14 – Health and Safety

Article 15 – Career Development

Article 16 – Transfer and Layoff

Article 17 - Classification

Article 18 - Permanent Intermittent Appointments

Article 19 - Miscellaneous

Article 20 – Entire Agreement and Duration

Side Letters

Addendums

Attachments

### **New Proposals**

The State may make additional specific proposals or counter-proposals in any of the enumerated subject areas as issues arise during the course of bargaining.